SECTION L

ATTACHMENT III

CURRENT NON-MANAGERIAL LABOR CATEGORIES PERFORMING PERFORMANCE WORK STATEMENT

- **Labor Categories**
- **Labor Ranges**
- **Descriptions (Duties/Qualifications)**

Labor Categories - NNSA/Y-12	On Government Site	Off Government Site	*Total
Application Systems Analyst	-	2	2
Applications Programmer	-	3	3
Applications Software Engineer	-	2	2
Communications Analyst II	2	-	2
Communications Specialist I	3	-	3
Communications Specialist II	1	-	1
Computer Systems Analyst I	-	1	1
Computer Systems Analyst II		4	4
Computer Systems Architect		11	11
Computing Technician	22	-	22
Database Administrator	-	1	1
Database Specialist	-	3	3
Documentation Specialist	-	2	2
Help Desk Specialist	-	7	7
Junior Application Programmer	-	1	1
Junior Application Systems Analyst	-	2	2
Junior Computer Systems Analyst	-	5	5
Junior Database Administrator	-	1	1
Junior Systems Administrator	5	-	5
Network Engineer II	-	1	1
Network Engineer III	-	2	2
Network Engineer IV	-	2	2
Network Technologist	-	1	1
Operations Center Manager	2	-	2
Operations Supervisor	2	-	2
Principal Enterprise Information Infrastructure Consultant	-	3	3
Principal Enterprise Resource Planning System Consultant	-	1	1
Principal Information Engineer	-	1	1
Principal Information Management Specialist	-	1	1
Program Manager	-	4	4
Project Control Specialist	-	2	2
Project Manager	-	1	1
Senior Application Software Engineer	-	17	17
Senior Application Systems Analyst	-	15	15
Senior Application Systems Architect	-	6	6
Senior Applications Programmer	-	3	3
Senior Computer Systems Analyst	-	7	7
Senior Computer Systems Specialist	-	5	5
Senior Computing Technician	22	-	22
Senior Database Specialist	-	4	4
Senior Information Engineer	-	1	1
Senior Network Engineer	-	1	1
Senior Software Process Engineer	-	1	1
Senior Systems Administrator	5	-	5
Systems Administrator	-	9	9
Technical Writer/Editor	-	2	2
Total	64	135	199

* For the purpose of establishing this number, any position charged 20% time or greater to this
requirement is included, and is therefore, not necessarily considered a full-time employee.

NOTE: Approximately sixty (60) positions are currently required to be located on-site and on-site office space within the Site Contractor facility is only available for these positions.

SECTION L
ATTACHMENT III
CURRENT NON-MANAGERIAL LABOR CATEGORIES PERFORMING PWS

Labor Categories – DOE/EM	On Government Site	Off Government Site	*Total
Application Systems Analyst	-	1	1
Applications Programmer	-	2	2
Applications Software Engineer	-	1	1
Computer Systems Analyst I	1	-	1
Computer Systems Analyst II	1	1	2
Computer Systems Architect	-	2	2
Database Specialist	1	-	1
Documentation Specialist	-	1	1
Help Desk Specialist	5	2	7
Junior Application Programmer	-	2	2
Junior Computer Systems Analyst	-	1	1
Junior Systems Administrator	3	-	3
Operations Center Manager	1	-	1
Principal Application Systems Architect	-	1	1
Principal Enterprise Resource Planning System Consultant	-	1	1
Program Manager	-	4	4
Senior Application Software Engineer	1	13	14
Senior Application Systems Analyst	-	4	4
Senior Application Systems Architect	-	1	1
Senior Applications Programmer	-	1	1
Senior Computer Systems Analyst	-	2	2
Senior Computer Systems Specialist	-	2	2
Senior Computing Technician	-	3	3
Senior Information Engineer	1	3	4
Senior Software Process Engineer	-	1	1
Senior Systems Administrator	1	2	3
Systems Administrator	-	2	2
Technical Writer/Editor	-	1	1
Total	**15**	**54**	**69**

* For the purpose of establishing this number, any position charged 20% time or greater to this requirement is included, and is therefore, not necessarily considered a full-time employee.

NOTE: Approximately fifteen (15) positions are currently required to be located on-site and on-site office space within the Site Contractor facility is only available for these positions. However, it is anticipated that FTE levels will decline over the period of performance.

Labor Categories - DOE/OS/ORO/ORNL	On Government Site	Off Government Site	*Total
Computer Systems Analyst II	2	-	2
Computing Technician	3	-	3
Help Desk Specialist	1	1	2
Junior Computer Systems Analyst	-	1	1
Program Manager	-	2	2
Senior Application Software Engineer	-	1	1
Senior Computing Technician	4	-	4
Senior Database Specialist	-	1	1
Senior Systems Administrator	1	-	1
Senior Information Management Specialist	-	1	1
Subject Matter Expert	-	1	1
Total	11	8	19

* For the purpose of establishing this number, any position charged 20% time or greater to this requirement is included, and is therefore, not necessarily considered a full-time employee.

Note: Approximately twelve (11) positions are currently required to be located on-site and on-site office space within the Site Contractor facility is only available for these positions.

SALARY RANGES(BASE RATE) FOR NON-MANAGERIAL LABOR CATERGORIES

LABOR CATEGORIES	Minimum	Weighted Average	Maximum
Application Systems Analyst	$59,705	$61,705	$63,705
Applications Programmer	$49,650	$50,551	$51,451
Applications Software Engineer	$69,505	$69,836	$70,002
Communications Analyst II	$53,500	$57,517	$60,300
Communications Specialist I	$59,350	$65,417	$68,600
Communications Specialist II	$78,000	$80,000	$82,000
Computer Systems Analyst I	$46,400	$49,525	$52,650
Computer Systems Analyst II	$56,225	$60,156	$68,100
Computer Systems Architect	$84,000	$88,600	$95,000
Computing Technician	$34,850	$38,936	$43,500
Database Administrator	$60,100	$62,500	$64,500
Database Specialist	$66,500	$66,900	$67,300
Documentation Specialist	$36,752	$38,752	$40,752
Help Desk Specialist	$33,350	$37,839	$43,075
Junior Application Programmer	$46,500	$48,500	$50,500
Junior Application Systems Analyst	$52,389	$54,389	$56,389
Junior Computer Systems Analyst	$42,700	$45,979	$49,950
Junior Systems Administrator	$47,050	$53,782	$65,000
Network Engineer III	$53,950	$62,475	$71,000
Network Engineer IV	$63,000	$71,900	$80,800
Network Technologist	$45,350	$47,350	$47,350
Operations Center Manager	$69,000	$70,500	$72,000
Operations Supervisor	$46,100	$52,750	$57,750
Principal Application Systems Architect	$92,237	$94,237	$96,237
Principal Enterprise Information Infrastructure Consultant	$101,604	$109,108	$116,612
Principal Information Engineer	$98,437	$100,437	$102,437
Principal Information Management Specialist	$71,500	$73,500	$75,500
Principal Systems Analyst	$86,042	$88,042	$90,042
Program Manager	$80,186	$92,983	$107,031
Project Control Specialist	$35,164	$49,675	$64,962
Project Manager	$86,794	$88,794	$90,794
Senior Application Software Engineer	$69,737	$78,717	$90,000
Senior Application Systems Analyst	$61,139	$66,079	$72,493
Senior Application Systems Architect	$85,020	$89,793	$98,665
Senior Applications Programmer	$57,709	$59,267	$62,175
Senior Computer Systems Analyst	$66,000	$71,543	$75,000
Senior Computer Systems Specialist	$75,750	$79,750	$83,500
Senior Computing Technician	$36,200	$43,059	$49,780
Senior Database Specialist	$54,877	$77,022	$97,239
Senior Information Engineer	$82,185	$87,052	$91,918
Senior Software Process Engineer	$97,300	$99,300	$101,300

SALARY RANGES(BASE RATE) FOR NON-MANAGERIAL LABOR CATERGORIES			
LABOR CATEGORIES	**Minimum**	**Midpoint**	**Maximum**
Senior Systems Administrator	$60,750	$73,215	$81,300
Senior Information Management Specialist	$78,028	$80,028	$82,028
Subject Matter Expert	$107,227	$109,227	$111,227
Systems Administrator	$55,400	$57,117	$59,450
Technical Writer/Editor	$45,200	$45,847	$46,494

SECTION L
ATTACHMENT III
CURRENT NON-MANAGERIAL LABOR CATEGORIES PERFORMING PWS

DESCRIPTIONS

This section contains descriptions of the duties and qualifications of current incumbents for positions required by the PWS. In some cases equivalent work, industry certifications, and/or management experience may have been accepted in lieu of stated education qualification requirements.

Application Systems Analyst

Duties: Analyzes and develops computer software possessing a wide range of capabilities, including numerous engineering, business, and records management functions. Develops plans for automated information systems from project inception to conclusion. Analyzes user interfaces, maintains hardware and software performance tuning, analyzes workload and computer usage, maintains interfaces with outside systems, analyzes downtimes, and analyzes proposed system modifications, upgrades and new COTS software. Analyzes the problem and the information to be processed. Defines the problem, and develops system requirements and program specifications, from which programmers prepare detailed flow charts, programs, and tests. Coordinates closely with programmers to ensure proper implementation of program and system specifications. Develops, in conjunction with functional users, system alternative solutions.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 6 years experience, of which at least 4 years must be specialized. Specialized experience includes analysis and design of business applications on complex systems for large-scale computers, including 3 years experience in database management concepts and use of a variety of programming languages. Knowledge of current storage and retrieval methods, 1 year of systems analysis experience designing technical applications on computer systems, and demonstrated ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer programs. General experience includes increasing responsibilities in information systems design and management. Must demonstrate the ability to work independently or under only general direction on requirements that are moderately complex to analyze, plan, program, and implement. With a master's degree (in the fields described in duties above), 4 years general experience, of which at least 3 years must be specialized experience, is required. With 10 years of general experience, of which at least 8 years must be specialized experience, a degree is not required.

Applications Programmer

Duties: Analyzes functional business applications and design specifications for functional activities. Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including both program-level and user-level documentation. Enhances software to reduce operating time or improve efficiency. Provides technical direction to programmers to ensure program deadlines are met.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 2 years experience as an applications programmer on large-scale DBMSs, knowledge of computer equipment, and ability to develop complex software to satisfy design objectives.   With a master's Degree (in the fields described in duties above), no prior experience is required. With 8 years of general experience, of which at least 6 years must be specialized experience, a degree is not required.

Applications Software Engineer

Duties: Analyzes functional business applications and design specifications for functional activities. Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including both program-level and user-level documentation. Enhances software to reduce operating time or improve efficiency. Provides technical direction to programmers to ensure program deadlines are met.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 8 years experience, of which at least 6 years must be specialized. Specialized experience includes experience as an applications programmer on large-scale DBMSs and knowledge of computer equipment and ability to develop complex software to satisfy design objectives. Demonstrated ability to work independently or under only general direction. With a master's degree (in the fields described in duties above), 6 years general experience, of which at least 4 years must be specialized experience, is required.

Communications Analyst II

Duties: Under general direction of senior network engineers or other technical or administrative leadership or independently, performs multiple technical or administrative services in support of specific communications technologies or technical or administrative services in support of voice, data, or radio communications. Designs and optimizes system or network topologies and site configurations. Recommends and implements the provision of service technology, levels, equipment, features, or other characteristics associated with communications technology. Coordinates requirements with customers and service suppliers.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline is required. This position requires a minimum of 3 years experience, of which at least 1 year must be specialized. Specialized experience includes an understanding of voice and data network systems, evaluation of approved communication product capabilities, knowledge of database management concepts, and regular use of a variety of software packages to support user requirements.

Communications Specialist I

Duties: Performs specialized technical or administrative services in support of designated voice, data, or radio systems. Analyzes network characteristics such as traffic, coverage, transmission speeds, and throughput and recommends modifications to network systems and facilities. Plans installations, implementation of new technology, cutovers of network systems, modification of components, upgrades, and similar changes. Develops, tests, and operates network and communications equipment.

Qualifications: A bachelor's degree (in the fields described in this paragraph). This position requires a minimum of 6 years experience, of which at least 4 years must be specialized experience in one of the following: communications software, communications hardware, or network specialty. General experience includes all aspects of communication networks. Must demonstrate the ability to work independently or under only general direction. Specialized experience includes an understanding of voice and data network systems, evaluation of approved communication product capabilities, knowledge of database management concepts, regular use of a variety of software packages to support user requirements, knowledge of network cost and performance optimization, and ability to implement accounting and charge back systems. With a master's degree (in the fields described in duties above), 5 years general experience, of which at least 3 years must be specialized experience, is required. With 10 years general experience, of which at least 8 years is specialized, a degree is not required.

Communications Specialist II

Duties: Performs or directs the performance of specialized technical or administrative services in support of specific voice, data, or radio systems or overall voice and network communications services and facilities. Directs the work of technical and administrative personnel supporting the management of voice and data network services. Plans and directs installations, implementation of new technology, cutovers of network systems, major system upgrades, and the research and evaluation of new technology, systems, and facilities. Oversees the testing, and operation of network systems, facilities, and equipment. May direct the development, implementation, and management of communications service provider contracts.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 7 years experience, of which 5 years must be specialized. Specialized experience includes an understanding of voice and data network systems, evaluation of approved communication product capabilities, knowledge of database management concepts, regular use of a variety of software packages to support user requirements, knowledge of network cost and performance optimization, and ability to implement accounting and charge back systems. General experience includes all aspects of communication networks planning, installation, and support. With a master's degree (in the fields described in duties above), 5 years general experience, of which at least 3 years must be specialized experience, is required. With 11 years general experience, of which at least 9 years is specialized, a degree is not required.

Computer Systems Analyst I
Duties: Under general supervision, performs systems analysis of computer and communications/network systems. Supports the installation of computer operating systems, network, and application software and computer/network hardware. Possesses troubleshooting skills to assist Systems Analysts. Supports overall integration of systems peripherals, develops technical documentation detailing the installation procedures, and supports configuration control processes.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 3 years experience, of which at least 1 year must be specialized. Specialized experience includes: Analysis and design of business applications on complex systems for large-scale computers, including experience in database management concepts and use of the programming languages and DBMS. Knowledge of current storage and retrieval methods, 1 year of systems analysis experience designing technical applications on computer systems, and demonstrated ability to formulate

specifications for computer programmers to use in coding, testing, and debugging of computer programs. With a masters degree in a relevant field, no experience is required. With 8 years of general experience, of which at least 6 years must be specialized experience, a degree is not required.

Computer Systems Analyst II

Duties: Under general supervision, performs systems analysis of computer and communications/network systems. Supports the installation of computer operating systems, network, and application software and computer/network hardware. Designs systems-level software and possesses troubleshooting skills to assist Systems Analysts. Supports overall integration of systems peripherals, develops technical documentation detailing the installation procedures, and ensures configuration control processes for hardware and systems software infrastructure.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 6 years experience, of which at least 4 years must be specialized. Specialized experience includes: Analysis and design of business applications on complex systems for large-scale computers, including 3 years experience in database management concepts and use of the programming languages and DBMS. Knowledge of current storage and retrieval methods, 1 year of systems analysis experience designing technical applications on computer systems, and demonstrated ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer programs. General experience includes increasing responsibilities in information systems design and management. Must demonstrate the ability to work independently or under only general direction on requirements that are moderately complex to analyze, plan, program, and implement. With a master's degree (in the fields described in duties above), 4 years general experience, of which at least 3 years must be specialized experience, is required. With 10 years of general experience, of which at least 8 years must be specialized experience, a degree is not required.

Computer Systems Architect

Duties: Directs and leads technical planning to develop resource requirements for performing systems analysis of computer and communications/network systems, major database systems, and overall architectural framework for specified computing enterprise. Oversees the installation of computer operating systems, network, and application software and of computer/network hardware. Possesses communication skills to interface with principal contract administrators and customers. Ensures overall integration of systems peripherals. Ensures development of technical documentation detailing the installation and procedures for supporting configuration control processes.

Qualifications: A master's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 10 years experience, of which at least 7 years must be specialized. Specialized experience includes supervision of computer system analysts and specialists, experience in a variety of computer systems areas such as database management, storage subsystems, large-scale mainframe and multitier systems architectures, variety of programming languages, and experience with the logical and physical functional, operational, and technical architecture of large and complex information systems. General experience includes increasing responsibilities in computer systems support. With a PhD (in the fields described in duties above), 8 years of general experience is required,

of which at least 6 years must be specialized experience. With a bachelor's degree in Computer Science, Information Systems, Engineering, or other related discipline and 12 years general experience, of which at least 9 years must be specialized experience, a masters degree is not required.

Computing Technician

Duties: Organizes and directs software and/or hardware installations. Assesses and documents current system, network, or application software configuration and user requirements. Prepares documentation for software and/or hardware systems. Prepares installation and test reports. Coordinates postinstallation operations and maintenance support. Assists Applications Engineer and Applications Programmer to interpret software requirements and design specifications to code and to integrate and test software components.

Qualifications: Minimum education requirement is a high school diploma. This position requires a minimum of 6 years experience in computing. With an associate's degree, 2 years general experience is required.

Database Administrator

Duties: Provides highly technical expertise in the use of DBMS. Evaluates and recommends available DBMS products to support validated user requirements. Defines file organization, indexing methods, and security procedures for specific user applications.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 4 years experience, of which at least 3 years must be specialized. Specialized experience includes demonstrated experience using current DBMS technologies, application design utilizing various DBMS, and experience with DBMS internals. General experience includes increasing responsibilities in DBMS systems analysis and programming. Demonstrated ability to work independently or under only general direction. With a master's degree (in the fields described in duties above), 2 years of specialized experience is required. With 10 years of general experience, of which at least 8 years must be specialized experience, a degree is not required.

Database Specialist

Duties: Provides highly technical expertise in the use of DBMS. Evaluates and recommends available DBMS products to support validated user requirements. Defines file organization, indexing methods, and security procedures for specific user applications.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 8 years experience, of which at least 6 years must be specialized. Specialized experience includes demonstrated experience using current DBMS technologies, application design utilizing various DBMS, and experience with DBMS internals. General experience includes increasing responsibilities in DBMS systems analysis and programming. Demonstrated ability to work independently or under only general direction. With a master's degree (in the fields described in duties above), 6 years general experience, of which at least 4 years must be specialized experience, is required.

Documentation Specialist

Duties: Gathers, analyzes, and composes technical information. Conducts research and ensures the use of proper technical terminology. Translates technical information into clear, readable documents to be used by technical and nontechnical personnel.

Qualifications: An associate's degree (in the fields described in this paragraph) is required. This position requires a minimum of 3 years experience, of which at least 2 years must be specialized. Specialized experience includes preparing technical documentation, which is to include researching for applicable government and industry documentation standards. General experience includes technical writing and documentation experience pertaining to all aspects of ADP. Demonstrated ability to work independently or under only general direction. With 6 years general experience, of which at least 4 years is specialized, a degree is not required.

Help Desk Specialist

Duties: Provides phone and in-person support to users in the areas of email, directories, standard Windows desktop applications, a variety of COTS packages, intranet and internet browser and application support, and applications developed under this contract or predecessors. Serves as a point of contact for troubleshooting PC hardware/software and printer problems.

Qualifications: An associate's degree in Computer Science, Information Systems, Engineering, usiness, or other related discipline is required. This position requires a minimum of 2 years experience. Experience includes knowledge of PC operating systems such as DOS and Windows and networking and mail standards as well as work on a help desk. General experience includes information systems development and other work in the client/server field or related fields. Demonstrated ability to communicate orally and in writing and a positive customer service attitude. With 6 years general experience, of which at least 4 years is specialized, a degree is not required.

Junior Application Programmer

Duties: Participates in the design of software tools and subsystems to support reuse and domain analysis. Assists Applications Engineer and Applications Programmer to interpret software requirements and design specifications to code and to integrate and test software components.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position is for recent college graduates and requires no experience.

Junior Application Systems Analyst

Duties: Analyzes information requirements. Evaluates analytically and systematically problems of work flow, organization, and planning and assists Senior Application Systems Analyst and Computer Systems Analyst develop appropriate corrective action. Helps develop plans for automated information systems from project inception to conclusion. Defines the problem, and develops system requirements and program specifications from which programmers prepare

detailed flow charts, programs, and tests. Under the supervision of a Senior Application Systems Analyst or an Application Systems Analyst, coordinates closely with programmers to ensure proper implementation of program and system specifications. Develops, in conjunction with functional users, system alternative solutions.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 2 years relevant experience, including analysis and design of business applications on complex systems for large-scale computers, database management concepts, and use of a variety of programming languages. Demonstrated ability to work independently or under only general direction. With a master's degree, no prior experience is required. With 8 years of general experience, of which at least 6 years must be specialized experience, a degree is not required.

Junior Computer Systems Analyst

Duties: Under supervision, performs systems analysis of computer and communications/network systems. Supports the installation of computer operating systems, network, and application software and computer/network hardware. Possesses troubleshooting skills to assist Systems Analysts. Supports overall integration of systems peripherals, develops technical documentation detailing the installation procedures, and supports configuration control processes.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position is for recent college graduates and requires no experience.

Junior Database Administrator

Duties: Provides highly technical expertise in the use of DBMS. Evaluates and recommends available DBMS products to support validated user requirements. Defines file organization, indexing methods, and security procedures for specific user applications.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 3 years experience, of which at least 2 years must be specialized. Specialized experience includes demonstrated experience using current DBMS technologies, application design utilizing various DBMS, and experience with DBMS internals. General experience includes increasing responsibilities in DBMS systems analysis and programming.

Junior Systems Administrator

Duties: Performs daily activities of configuration and operation of computing systems, which may be mainframe, mini, or client/server based.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 2 years relevant experience, including analysis and design of business applications on complex systems for large-scale computers, database management concepts, and use of a variety of programming languages. Demonstrated ability to work independently or under only general direction. With a master's degree, no prior experience is required. With 8 years of general experience, of which at least 6 years must be specialized experience, a degree is not required.

Network Engineer II

Duties: Under general direction of senior network engineers or other technical or administrative management personnel or independently, performs network engineering work associated with the design and implementation of specialized voice, data, or radio systems. Directs or coordinates the work of specific network technicians or junior technical or administrative personnel on designated projects or for specific technologies. Manages or troubleshoots networks. Plans and performs network research, design, and development to meet specific requirements. Writes specifications or other technical documentation. Responsible for technical leadership on designated projects or for specific technologies.

Qualifications: A bachelor's degree in Engineering, Computer Science, or other related discipline. This position requires a minimum of 3 years experience, of which at least 1 year must be specialized. Specialized experience includes experience and knowledge in operating, managing, and troubleshooting multiprotocol data networks or multilevel radio networks. Familiarity with TCP/IP is desired. General experience with protocol analyzers, network management systems, and network protocols is desired.

Network Engineer III

Duties: Under general direction of technical management personnel or independently, designs and implements specialized voice, data, or radio systems. Directs the work of specific network technicians, other network engineers, and administrative personnel on designated projects or for specific technologies. Manages or troubleshoots networks. Plans and either performs or directs the performance and conduct of network research, design, and development to meet specific requirements. Writes or directs the preparation of specifications or other technical documentation. Is responsible for technical leadership on designated major communications projects or for specific technologies.

Qualifications: A bachelor's degree (in the fields described in this paragraph). This position requires a minimum of 6 years experience, of which at least 4 years must be specialized experience in one of the following: communications software, communications hardware, or network specialty. General experience includes all aspects of communication networks. Must demonstrate the ability to work independently or under only general direction. Specialized experience includes operation and maintenance of multiprotocol local and wide area data network systems. Experience with TCP/IP is required. Experience with DECnet and Appletalk network protocols is desired. Experience with Cisco and 3COM equipment is desired. Experience in troubleshooting such networks with LAN protocol analyzers and WAN analyzers such as sniffers, T-berd and Fireberd is desired. Experience with the HP OpenView, CiscoWorks, and 3COM Transcend network management systems is desired. With a master's degree (in the fields described in duties above), 5 years general experience, of which at least 3 years must be specialized experience, is required.   With 10 years general experience, of which at least 8 years is specialized, a degree is not required.

Network Engineer IV

Duties: Designs and implements or directs the design and implementation of specialized voice, data, or radio systems or major telecommunications projects. Directs the work of network technicians, network engineers, and other technical and administrative personnel. Manages or troubleshoots networks. Directs the planning, performance, and conduct of network research,

design, and development usually for specific technologies or for specific major projects. Directs the preparation of specifications or other technical documentation. Responsible for technical leadership on designated major communications projects or for specific technologies.

Qualifications: A bachelor's degree in Engineering, Computer Science, or other related discipline. This position require a minimum of 7 years experience, of which 5 years must be specialized. Specialized experience includes supervising the operation and maintenance of multiprotocol local and wide area data network systems. Experience with TCP/IP is required. Experience with Cisco and 3COM equipment is desired. Experience with DECnet and Appletalk network protocols is desired. Experience with Cisco and 3COM equipment is desired. Experience in troubleshooting such networks with LAN protocol analyzers and WAN analyzers such as sniffers, T-berd and Fireberd is desired. Experience with the HP OpenView, CiscoWorks, and 3COM Transcend network management systems is desired. General experience includes all aspects of communication networks planning, installation, and support. With a master's degree (in the fields described in duties above), 5 years general experience, of which at least 3 years must be specialized experience, is required.

Network Technologist

Duties: Works under direction of network engineers or works independently to organize, direct, or perform network installation for multiple established technologies. Directs the work of other network technicians and other support personnel assigned to multiple projects. Troubleshoots networks. Serves as technical lead on specific designated projects. Performs network engineering services as directed by network engineers or technical management personnel. May prepare preliminary engineering specifications, drawings, and other technical documentation.

Qualifications: Minimum education requirement is a high school diploma. This position requires a minimum of 5 years experience, of which at least 2 years must be specialized. Specialized experience includes supervision of installation technicians; analysis, design, and installation of LANs/WANs; and analysis and installation of communication systems. Familiarity with engineering documentation, network configurations and topologies, X.25, TCP/IP, Frame Relay, Bridges, and Routers. General experience includes increasing responsibilities in technical management. With an associate's degree, 2 years general experience, of which at least 1 years must be specialized experience, is required.

Operations Center Manager

Duties: Manages computer operations on a daily basis, ensuring that people and equipment are available in each center to meet daily production schedules. Handles personnel issues, including performance evaluations, positive discipline actions, and requests for time off. Schedules workload at each center, including cross-site personnel coverage for vacation and other time off. Meets regularly with customers to assist in planning of new equipment and replacing older equipment. Interfaces with systems software personnel to ensure the software supports the production environment. Coordinates with hardware and software vendors to resolve problems and ensure continuing maintenance is performed. Ensures data center computer security systems are established and implemented. Implements emergency and disaster planning operations. Enforces DOE Orders and directives such as Occurrence Reporting and Conduct of Operations. Interfaces with site craft personnel to schedule maintenance work and equipment installations. Ensures the center and personnel abide by security and safety practices.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 6 years experience, of which at least 4 years must be specialized. Specialized experience includes supervision and operations experience on a large-scale computer system and knowledge of hardware, software, and operating systems. General experience includes operations experience on a large-scale computer system or a multiserver LAN. With a master's degree (in the fields described in duties above), 3 years general experience, of which at least 2 years must be specialized experience, is required. With 10 years of general experience, of which at least 8 years must be specialized experience, a degree is not required.

Operations Supervisor

Duties: Supervises computer operations or program control personnel on a shift basis, ensuring that personnel and equipment are available for each shift to ensure timely processing of production applications and to ensure that customer requirements are met. Schedules workload for each shift, including rescheduling personnel to provide coverage for vacation and other time off. Consults with division managers, finance officers, customers, and production systems managers to assist in designing and developing new systems, including applications and equipment requirements. Interfaces with hardware and software vendors to resolve problems and ensure continuing maintenance is performed. Analyzes existing systems for design change or enhancement to better meet the needs of the customer. Maintains operating procedures and policies in the service group to guarantee compliance with configuration control, ADP computer security, and quality assurance procedures. Interfaces with craft personnel for maintenance work and equipment installations. Ensures data center computer security systems are implemented.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 2 years experience. Experience includes knowledge of computer equipment and the ability to use a variety of programming languages. With 8 years of general experience, of which at least 6 years must be specialized experience, a degree is not required.

Principal Application Systems Architect

Duties: Designs system architecture for enterprise-wide or large-scale information system. Establishes system information requirements. Designs architecture to include the software, hardware, and communications to support the total requirements as well as provide for present and future cross-functional requirements and interfaces. Evaluates analytically and systematically problems of work flows, organization, and planning and develops appropriate corrective action. Provides daily supervision and direction to staff.

Qualifications: A master's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 10 years experience, of which at least 7 years must be specialized. Specialized experience includes supervision of system architects, use of structured analysis, design methodologies and design tools, object oriented principles, and experience with the logical and physical functional, operational, and technical architecture of large and complex information systems. General experience includes increasing responsibilities in systems engineering. With a PhD (in the fields described in duties above), 8 years of general experience is required, of which at least 6 years must be specialized experience. With a bachelor's degree in Computer Science, Information Systems, Engineering,

or other related discipline and 12 years general experience, of which at least 9 years must be specialized experience, a master's degree is not required.

Principal Enterprise Information Infrastructure Consultant

Duties: Provides management level consultation and expertise in the analysis, architecture, and integration of difficult hardware, software, and customer requirements using independently developed approaches and procedures that are highly innovative and creative. Performs strategic technical planning, business information planning, and business analysis for enterprise initiatives. Provides technical guidance in software engineering techniques and automated support tools, complimentary to enterprise strategies. Provides support to enterprise management in areas of project planning, tracking and oversight, process definition, and standardization. Must be able to develop technical inputs, program reviews, and materials. Capable of working with various customers to obtain new business. Must be creative with budgets and resources, addressing customer requirements.

Qualifications: A master's degree in Computer Science, Information Systems, Engineering, Business, Education, Management Sciences, Psychology, Human Resources Development/Management, or other related discipline. This position requires a minimum of 10 years experience, of which at least 7 years must be specialized. Specialized experience may include information architecture frameworks, business process analysis, intranets, information content management, object-oriented technologies, middleware, information industry technology standards, and ERP. With a PhD (in the fields described in duties above), 8 years general experience, of which at least 6 years must be specialized experience, is required. With a bachelor's degree in Computer Science, Information Systems, Engineering, or other related discipline and 12 years general experience, of which at least 9 years must be specialized experience, a masters degree is not required.

Principal Enterprise Resource Planning System Consultant

Duties: Provides expertise and product knowledge of preferred ERP solutions (such as SAP, Oracle, or Baan) to potential customers and implementing sites. Aids in performing business analyses and software selection where an ERP system is the recommended solution. Establishes and maintains a repository for ERP lessons learned. Supports ERP implementation planning and deployment in target businesses. Provides expertise in application development, interface development, and data conversion associated with ERP implementations. Assists in the creation of development and naming standards and guiding design, development and testing of conversion programs, interface programs and custom reports. Identifies issues related to customization of ERP systems, conversion of legacy system data into the ERP system, and integration of legacy or other external applications with the ERP system.

Qualifications: A master's degree in Computer Science, Information Systems, Engineering, Business, Education, Management Sciences, Psychology, Human Resources Development/Management, or other related discipline. This position requires a minimum of 10 years experience, of which at least 7 years must be specialized. Specialized experience may include information architecture frameworks, business process analysis, intranets, information content management, object-oriented technologies, middleware, information industry technology standards, and ERP. With a PhD (in the fields described in duties above), 8 years general experience, of which at least 6 years must be specialized experience, is required. With a bachelor's degree in Computer Science, Information Systems, Engineering, or other related discipline and 12 years general experience, of which at least 9 years must be specialized

experience, a masters degree is not required.

Principal Information Engineer

Duties: Applies an enterprise-wide set of disciplines for the planning, analysis, design and construction of information systems on an enterprise-wide basis or across a major sector of the enterprise. Develops analytical and computational techniques and methodology for problem solutions. Performs enterprise-wide strategic systems planning, business information planning, and business analysis. Performs process and data modeling in support of the planning and analysis efforts using both manual and automated tools such as integrated computer-aided software engineering tools. Applies reverse engineering and re-engineering disciplines to develop migration strategic and planning documents. Provides technical guidance in software engineering techniques and automated support tools.

Qualifications: A master's degree in Computer Science, Information Systems, Engineering, or other related discipline. This position requires a minimum of 12 years experience in information systems development, functional and data requirements analysis, systems analysis and design, programming, program design, and documentation preparation. Of the 12 years general experience, a minimum of 10 years specialized experience is required as follows: Demonstrated experience in managing the implementation of information engineering projects and experience in systems analysis, design, and programming using computer-aided software engineering (CASE) and information engineering tools and methods. Demonstrated experience in the client/server environment. Proven managerial and supervisory skills. Demonstrated exceptional written and oral communications skills, including giving formal presentations to different audiences. Must demonstrate the ability to work independently or under only general direction. With a PhD (in the fields described in duties above), 9 years of general experience is required, of which at least 6 years must be specialized experience. With a bachelor's degree in Computer Science, Information Systems, Engineering, or other related discipline and 15 years general experience, of which at least 12 years must be specialized experience, a master's degree is not required.

Principal Information Management Specialist

Duties: Provides guidance to the CIO and senior management for enterprise information management, integration, and delivery issues. Leads development of architectures, standards, strategic plans, and best practice identification for the enterprise use of internet/intranet technologies. Provides information management solutions which take into consideration information life cycle support, from creation through use, archival, and disposition. Provides enterprise information leadership through forums and high-level presentations to executive management. Given enterprise goals and objectives, will determine and initiate actions to meet them.

Qualifications: A master's degree in Computer Science, Information Systems, Engineering, Business, Education, Management Sciences, Psychology, Human Resources Development/Management, or other related discipline. This position requires a minimum of 10 years experience, of which at least 7 years must be specialized. Specialized experience may include information architecture frameworks, business process analysis, intranets, information content management, object-oriented technologies, middleware, information industry technology standards, and ERP. With a PhD (in the fields described in duties above), 8 years general experience, of which at least 6 years must be specialized experience, is required. With a bachelor's degree in Computer Science, Information Systems, Engineering, or other related

discipline and 12 years general experience, of which at least 9 years must be specialized experience, a masters degree is not required.

Principal Systems Analyst

Duties: Performs research, analysis, and evaluation of complex systems and other related advanced technologies. Establishes technical objectives of projects, selects staff, directs and participates in systems analysis.

Applies advanced scientific or engineering concepts in new and innovative ways. Directs the development of complex problems where little or no previous work has been accomplished using a high level of innovation. Leads the development of written reports and leads presentations to management of study findings. Oversees the overall development and implementation of complex system solutions. Has the ability to adapt to new situations and environments. Possesses keen troubleshooting skills to assist other Systems Analysts and Program Managers.

Qualifications: A master's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 12 years of experience in systems development, systems analysis and design, document preparation, and development and maintenance of database systems. Specialized experience includes demonstrated experience in the evaluation, planning, and deployment of complex and evolving database technologies, complex system analysis, application of advanced computer and communications technologies, database management concepts and use of programming languages. Proven managerial and supervisory skills.

Demonstrated exceptional written and oral communications skills, including giving formal presentations to different audiences. Must demonstrate the ability to work independently or under only general direction. With a PhD (in the fields described in duties above), 9 years of general experience is required, of which at least 6 years must be specialized experience. With a bachelor's degree (in the fields described in duties above), 15 years of general experience, of which at least 12 years must be specialized experience, a master's degree is not required.

Program Manager

Duties: Directs the performance of a variety of related projects which may be organized by customer, service, or technology. Oversees the technology development and/or application, marketing, and resource allocation within scope. Is responsible for the effective management of funds and personnel, and is accountable for the quality and timely delivery of all products. Operates within customer guidance, contractual limitations, and Company business and policy directives. Serves as point of contact with customers regarding program activities. Ensures that all required resources, including manpower, production standards, computer time, and facilities, are available for program implementation. Manages program consisting of multiple projects, including project identification, design, development, and delivery. Confers with project manager to provide technical advice and to assist with problem resolution. Is responsible for marketing new technology and follow-on business opportunities.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 15 years experience,

of which at least 10 years must be specialized experience within program development and management. Specialized experience includes project development from inception to deployment, expertise in the management and control of multiproject funds and resources, and demonstrated capability in managing multiple projects of various types and complexity. General experience includes increasing responsibilities in information systems design and/or management. With a master's degree (in the fields described above), 13 years general experience, of which at least 9 years is specialized experience, is required. With a PhD (in the fields described in duties above), 12 years general experience, of which at least 8 years must be specialized experience, is required.

Project Control Specialist

Duties: Directs all financial management and administrative activities, such as budgeting, manpower and resource planning, and financial reporting. Performs complex evaluations of existing procedures, processes, techniques, models, and/or systems related to management problems or contractual issues which would require a report and recommended solutions. Develops work breakdown structures and prepares charts, tables, graphs, and diagrams to assist in analyzing problems. Provides daily supervision and direction to staff.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, Accounting, or other related discipline. This position requires a minimum of 6 years experience, of which at least 3 years must be specialized. Specialized experience includes preparation and analysis of financial statements and development of complex project schedules. General experience includes increasing responsibilities in general accounting or management activities. Must demonstrate the ability to work independently or under only general direction. With a master's degree (in the fields described in duties above), 4 years of general experience, of which at least 2 years must be specialized experience, is required. With 10 years of general experience, of which at least 8 years is specialized experience, a degree is not required.

Project Manager

Duties: Serves as the project manager for a large, complex project and shall assist the Program Manager in working with the Company. Under the guidance of the Program Manager, is responsible for the overall management of the specific project task and ensuring that the technical solutions and schedules in the project task are implemented in a timely manner. Performs enterprise-wide horizontal integration planning and interfaces to other functional systems.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 12 years experience, of which at least 9 years must be specialized. Specialized experience includes project development from inception to deployment, expertise in the management and control of funds and resources using complex reporting mechanisms, and demonstrated capability in managing projects of various types and complexity. General experience includes increasing responsibilities in information systems design and/or management. With a master's degree (in the fields described in duties above), 10 years of general experience, of which at least 7 years is specialized experience, is required. With a PhD (in the fields described in duties above), 8 years of general experience, of which at least 6 years is specialized experience, is required.

Senior Application Software Engineer

Duties: Analyzes and studies complex system requirements. Designs software tools and subsystems to support software reuse and domain analyses, and manages their implementation. Manages software development and support using formal specifications, data flow diagrams, other accepted design techniques and CASE tools. Estimates software development costs and schedule. Reviews existing programs and assists in making refinements, reducing operating time, and improving current techniques. Supervises software configuration management.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 10 years experience managing or performing software engineering activities, of which at least 8 years must be specialized. Specialized experience includes demonstrated experience working with Ada, SQL, and third/fourth generation languages in the design and implementation of systems and using DBMSs. General experience includes increasing responsibilities in software engineering activities and knowledgeable of applicable standards. With a master's degree (in the fields described in duties above), 8 years general experience, of which at least 6 years must be specialized experience, is required.

Senior Application Systems Analyst

Duties: Analyzes and develops computer software possessing a wide range of capabilities, including numerous engineering, business, and records management functions. Develops plans for automated information systems from project inception to conclusion. Analyzes user interfaces, maintains hardware and software performance tuning, analyzes workload and computer usage, maintains interfaces with outside systems, analyzes downtimes, and analyzes proposed system modifications, upgrades and new COTS software. Analyzes the problem and the information to be processed. Defines the problem, and develops system requirements and program specifications, from which programmers prepare detailed flow charts, programs, and tests. Coordinates closely with programmers to ensure proper implementation of program and system specifications. Develops, in conjunction with functional users, system alternative solutions.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 8 years experience, of which at least 6 years must be specialized. Specialized experience includes analysis and design of business applications on complex systems for large-scale computers, including 4 years experience in database management concepts and use of a variety of programming languages. Knowledge of current storage and retrieval methods, 1 year of systems analysis experience designing technical applications on computer systems, and demonstrated ability to formulate specifications for computer programmers to use in coding, testing, and debugging of computer programs. General experience includes increasing responsibilities in information systems design and management. Must demonstrate the ability to work independently or under only general direction on requirements that are moderately complex to analyze, plan, program, and implement.   With a master's degree (in the fields described in duties above), 6 years general experience, of which at least 4 years must be specialized experience, is required.

Senior Application Systems Architect

Duties: Designs system architecture for the development of enterprise-wide or large-scale information systems. Establishes system information requirements. Designs architecture to include the software, hardware, and communications to support the total requirements as well

as provide for present and future cross-functional requirements and interfaces. Evaluates analytically and systematically problems of work flows, organization, and planning and develops appropriate corrective action. Provides daily supervision and direction to staff.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 10 years experience, of which at least 8 years must be specialized. Specialized experience includes supervision of system architects, use of structured analysis, design methodologies and design tools, and other design techniques, object oriented principles, and experience with the logical and physical functional, operational, and technical architecture of large and complex information systems. With a master's degree (in the fields described in duties above), 8 years general experience, of which at least 6 years must be specialized experience, is required. With a PhD (in the fields described in duties above), 6 years of general experience is required, of which at least 5 years must be specialized experience.

Senior Applications Programmer

Duties: Analyzes functional business applications and design specifications for functional activities. Develops block diagrams and logic flow charts. Translates detailed design into computer software. Tests, debugs, and refines the computer software to produce the required product. Prepares required documentation, including both program-level and user-level documentation. Enhances software to reduce operating time or improve efficiency. Provides technical direction to programmers to ensure program deadlines are met.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 5 years experience, of which at least 3 years must be specialized. Specialized experience includes experience as an applications programmer on large-scale DBMSs, knowledge of computer equipment, and ability to develop complex software to satisfy design objectives. Demonstrated ability to work independently or under only general direction. With a master's degree (in the fields described in duties above), 4 years general experience, of which at least 2 years must be specialized experience, is required. With 9 years of general experience, of which at least 7 years must be specialized experience, a degree is not required.

Senior Computer Systems Analyst

Duties: Acts as lead in performing systems analysis of computer and communications/network systems. Supports the installation of computer operating systems, network, and application software and computer/network hardware. Advises on hardware and software upgrades/changes. Designs system software and possesses troubleshooting skills to assist Systems Analysts and others. Supports overall integration of systems peripherals, develops technical documentation detailing the installation procedures and procedures for supporting configuration control processes.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 8 years experience, of which at least 6 years must be specialized. Specialized experience includes analysis and design of business applications on complex systems for large-scale computers, including experience in database management concepts, systems programming and networking, and use of a variety of programming languages. Knowledge of current storage and retrieval methods. General experience includes increasing responsibilities in information systems design and management.

Must demonstrate the ability to work independently or under only general direction on requirements that are moderately complex to analyze, plan, program, and implement. With a master's degree (in the fields described in duties above), 6 years general experience, of which at least 4 years must be specialized experience, is required.

Senior Computer Systems Specialist

Duties: Leads, plans, and develops resource requirements for performing systems analysis of computer and communications/network systems. Oversees the installation of computer operating systems, network, and application software and computer/network hardware. Possesses troubleshooting and communication skills to interface with principal contract administrators and customers. Ensures overall integration of systems peripherals. Ensures development of technical documentation detailing the installation and procedures for supporting configuration control processes.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 10 years experience, of which at least 8 years must be specialized. Specialized experience includes supervision of computer system analysts and specialists, experience in a variety of computer systems areas such as database management, storage subsystems, large-scale mainframe and multitier systems architectures, variety of programming languages, and experience with the logical and physical functional, operational, and technical architecture of large and complex information systems. General experience includes increasing responsibilities in computer systems support. With a master's degree (in the fields described in duties above), 8 years general experience, of which at least 6 years must be specialized experience, is required. With a PhD (in the fields described in duties above), 6 years of general experience is required, of which at least 5 years must be specialized experience.

Senior Computing Technician

Duties: Organizes and directs software and/or hardware installations. Assesses and documents current system, network, or application software configuration and user requirements. Prepares documentation for software and/or hardware systems. Prepares installation and test reports. Coordinates postinstallation operations and maintenance support. Assists Applications Engineer and Applications Programmer to interpret software requirements and design specifications to code and to integrate and test software components.

Qualifications: Minimum education requirement is a high school diploma. This position requires a minimum of 8 years experience, of which at least 6 years must be specialized in software/hardware installations, documentation, and coding. General experience includes increasing responsibilities in technical management. With an associate's degree, 4 years general experience, of which at least 2 years must be specialized experience, is required.

Senior Database Specialist

Duties: Manages the development of database projects. Plans and budgets staff and database resources. When necessary, reallocates resources to maximize benefits. Prepares and delivers presentations on DBMS concepts. Provides daily supervision and direction to support staff.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 10 years experience,

of which at least 8 years must be specialized. Specialized experience includes demonstrated experience with DBMS design and system analysis, current operating systems software internals, and data manipulation languages. General experience includes increasing responsibilities in the development and maintenance of database systems. With a master's degree (in the fields described in duties above), 8 years general experience, of which at least 6 years must be specialized experience, is required.

Senior Enterprise Information Infrastructure Consultant

Duties: Provides management level consultation and expertise in the analysis, architecture, and integration of difficult hardware, software, and customer requirements using independently developed approaches and procedures that are highly innovative and creative. Performs strategic technical planning, business information planning, and business analysis for enterprise initiatives. Provides technical guidance in software engineering techniques and automated support tools, complimentary to enterprise strategies. Provides support to enterprise management in areas of project planning, tracking and oversight, process definition, and standardization. Must be able to develop technical inputs, program reviews, and materials. Capable of working with various customers to obtain new business. Must be creative with budgets and resources, addressing customer requirements.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, Education, Management Sciences, Psychology, Human Resources Development/ Management, or other related discipline. This position requires a minimum of 10 years experience, of which at least 8 years must be specialized. Specialized experience may include information architecture frameworks, business process analysis, intranets, information content management, object-oriented technologies, middleware, information industry technology standards, and ERP. With a master's degree (in the fields described in duties above), 8 years general experience, of which at least 6 years must be specialized experience, is required. With a PhD (in the fields described in duties above), 6 years general experience, of which at least 5 years must be specialized experience, is required.

Senior Information Engineer

Duties: Applies business process improvement practices to re-engineer methodologies/principles and business process modernization projects. Applies, as appropriate, activity and data modeling, transaction flow analysis, internal control and risk analysis, and modern business methods and performance measurement techniques. Assists in establishing standards for information systems procedures. Develops and applies organization-wide information models for use in designing and building integrated, shared software and database management systems. Constructs sound, logical business improvement opportunities consistent with corporate Information Management guiding principles, cost savings, and open system architecture objectives. Provides daily supervision and direction to staff.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 10 years experience, of which at least 8 years must be specialized. Specialized experience includes information systems development, functional and data requirements analysis, systems analysis and design, programming, program design, and documentation preparation. The following experience is also required: demonstrated experience in the implementation of information engineering projects; systems analysis, design and programming using CASE and IE tools and methods; and systems planning, business information planning, and business analysis. Must demonstrate the

ability to work independently or under only general direction. With a master's degree (in the fields described in duties above), 8 years general experience, of which at least 6 years must be specialized experience, is required. With a PhD (in the fields described in duties above), 6 years of general experience is required of which at least 5 years must be specialized.

Senior Information Management Specialist

Duties: Provides guidance to the CIO and senior management for enterprise information management, integration, and delivery issues. Leads development of architectures, standards, strategic plans, and best practice identification for the enterprise use of internet/intranet technologies. Provides information management solutions which take into consideration information life cycle support, from creation through use, archival, and disposition. Provides enterprise information leadership through forums and high-level presentations to executive management. Given enterprise goals and objectives, determines and initiates actions to meet them.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, Education, Management Sciences, Psychology, Human Resources Development/Management, or other related discipline. This position requires a minimum of 10 years experience, of which at least 8 years must be specialized. Specialized experience may include information architecture frameworks, business process analysis, intranets, information content management, object-oriented technologies, middleware, information industry technology standards, and ERP. With a master's degree (in the fields described in duties above), 8 years general experience, of which at least 6 years must be specialized experience, is required. With a PhD (in the fields described in duties above), 6 years general experience, of which at least 5 years must be specialized experience, is required.

Senior Network Engineer

Duties: Designs and implements or directs the design and implementation of multiple voice, data, or radio systems or major telecommunications projects. Directs and manages the work of network technicians, network engineers, and other technical and administrative personnel. Manages networks or major telecommunications systems. Manages the planning, performance, and conduct of network research, design, and development usually for multiple technologies or various major projects. Manages the preparation of specifications and other technical documentation.

Qualifications: A bachelor's degree in Engineering, Computer Science, or other related discipline. This position requires a minimum of 8 years experience, of which at least 6 years must be specialized. Specialized experience includes the following: Experience and knowledge in designing, operating, managing, and troubleshooting multiprotocol LANs and WANs is required. Experience with TCP/IP network protocols is required. Experience with DECnet and Appletalk network protocols is desired. Experience with Cisco and 3COM equipment is desired. Experience in troubleshooting such networks with LAN protocol analyzers and WAN analyzers such as sniffers, T-berd and Fireberd is desired. Experience with the HP OpenView, CiscoWorks, and 3COM Transcend network management systems is desired. With a master's degree (in the fields described in duties above), 6 years general experience, of which at least 4 years must be specialized experience, is required.

Senior Software Process Engineer

Duties: Provides overall management of the program's process areas including auditing, improvement, and mentoring. The Senior Software Process Engineer (SSPE) reports to the Program Director. Provides oversight of project Software Process Engineers (SPEs) and participation in the following project activities: Key Process Area (KPA) process audits and assessments (configuration management, software development, test, documentation, etc.) to determine whether each process adheres to process guidelines; identification and correction of process deficiencies; identification and application of process metrics for Software Process Improvement (SPI); SPI activities relating to achieving and maintaining SEI Level 3 project compliance including monitoring and mentoring KPA leaders in process activities.

Qualifications: A bachelor's degree in Computer Science or other related discipline and/or equivalent experience is required. This position requires a minimum of 10 years of general It experience with 3 years of direct experience in SEI-compliant processes and procedures.

Senior Systems Administrator

Duties: Supervises and manages the daily activities of configuration and operation of computing systems, which may be mainframe, mini, or client/server based. Responsible for resource planning, specification, and acquisition to meet customer requirements for acceptable performance/service.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 8 years experience, of which at least 6 years must be specialized. Specialized experience includes supervision of computer system analysts and systems administrators; experience in a variety of computer systems areas such as database management, storage subsystems, large-scale mainframe and multitier systems architectures, and a variety of programming languages; and experience with the logical and physical functional, operational, and technical architecture of large and complex information systems and specification and procurement/installation of complex computer hardware/software configurations. General experience includes increasing responsibilities in computer systems support. With a master's degree (in the fields described in duties above), 6 years general experience, of which at least 4 years must be specialized experience, is required.

Subject Matter Expert

Duties: Provides subject matter expertise, not covered in the contract IT position descriptions, to a project task and to the Companies. Under the direction of a Project manager, will provide consultation services to the project in his/her specific area of expertise and in new technologies and concepts relating to his/her area of expertise. Often participate directly with the IT client, and can participate with the users of the IT systems in the functional areas of the systems.

Qualifications: A bachelor's degree in Computer Science, Information Systems, Engineering, Science, Business, or other related discipline. This position requires a minimum of 15 years experience, of which at least 10 years must be specialized experience. With a Master's degree (in the fields described above), 13 years general experience, of which at least 9 years must be specialized experience, is required. With a Ph.D (in the fields described above), 10 years of general experience is required.

Systems Administrator

Duties: Supervises and manages the daily activities of configuration and operation of computing systems, which may be mainframe, mini, or client/server based. Optimizes systems operation and resource utilization and performs systems capacity analysis and planning. Provides assistance to users in accessing and using business systems.

Qualifications A bachelor's degree in Computer Science, Information Systems, Engineering, Business, or other related discipline. This position requires a minimum of 6 years experience, of which at least 4 years must be specialized. Specialized experience includes supervision of computer system analysts and systems administrators; experience in a variety of computer systems areas such as database management, storage subsystems, large-scale mainframe and multitier systems architectures, and a variety of programming languages; and experience with the logical and physical functional, operational, and technical architecture of large and complex information systems, specification and procurement/installation of complex computer hardware/software configurations. General experience includes increasing responsibilities in computer systems support. With a master's degree (in the fields described in duties above), 4 years general experience, of which at least 3 years must be specialized experience, is required.   With 10 years of general experience, of which at least 8 years must be specialized experience, a degree is not required.

Technical Writer/Editor

Duties: Assists in collecting and organizing information required for preparation of user's manuals, training materials, installation guides, proposals, and reports. Edits functional descriptions, system specifications, user's manuals, special reports, or any other customer deliverables and documents.

Qualifications: A bachelor's degree in English, Literature, or other related discipline. This position requires a minimum of 3 years experience, of which at least 1 year must be specialized. Specialized experience includes demonstrated experience in editing documents, including technical documents. Demonstrated ability to work independently or under only general direction.   With a master's degree (in the fields described in duties above), 2 years general experience, of which at least 1 year must be specialized experience, is required. With 7 years general experience, of which at least 5 years is specialized, a degree is not required.